

Adult Self-Education and Culture Awareness Formation in Creating a Sustainable Organizational Culture

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Abstract

Relevance. Culture and education are undoubtedly some of the major factors that determine both the societal development level and humans' full-fledged social life in the contemporary society. Culture awareness and adult self-education serve for reproduction of various forms of activities, they accumulate and transform diverse culture forms and create an essentially new potential of the subject whose aim is transition to a higher level of organizational culture. The growth of organizational culture also depends on the quality of culture awareness and adult self-education, whereas the perspective of individual's life at large determined by opportunities created for a person to participate in organization system.

Methodology. Quantative with further developed qualitative research method applied. The research performed in compliance with the main principles of ethics: benevolence, insights and express their opinion; honesty. The research based on the following methodological dispositions: transformative learning and experiential learning theory. Research was conducted in three stages: 1) research into generic competences (hereinafter GC), identifying the importance of self-education cultural awareness and its relations with other competences and 2) research into the openness of adults for cultural awareness self-education 3) focus group discussion to identify prerequisites for a sustainable organizational culture creation.

This paper will present what conditions are needed for an employee for self-education and acquire cultural awareness competency and how it is related to the building a sustainable organizational culture? Can organizations achieve this?

The aim of this paper is to reveal adult education and cultural awareness formation importance in creating a sustainable organizational culture.

Keywords: adult education, cultural awareness, self-education, sustainability, organizational culture